
REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of
Director Wage Determinations

Wage Determination No.: 2005-2047
Revision No.: 9
Date Of Revision: 05/26/2009

State: California

Area: California Counties of Los Angeles, Orange

OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.59
01012 - Accounting Clerk II		16.38
01013 - Accounting Clerk III		18.61
01020 - Administrative Assistant		26.82
01040 - Court Reporter		19.38
01051 - Data Entry Operator I		12.05
01052 - Data Entry Operator II		13.15
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.66
01090 - Duplicating Machine Operator		13.66
01111 - General Clerk I		10.69
01112 - General Clerk II		14.92
01113 - General Clerk III		16.67
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		10.62
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		17.26
01262 - Personnel Assistant (Employment) II		19.31
01263 - Personnel Assistant (Employment) III		22.26
01270 - Production Control Clerk		23.51
01280 - Receptionist		14.51
01290 - Rental Clerk		15.10
01300 - Scheduler, Maintenance		16.84
01311 - Secretary I		16.84
01312 - Secretary II		19.17
01313 - Secretary III		21.90
01320 - Service Order Dispatcher		19.54
01410 - Supply Technician		26.82
01420 - Survey Worker		19.38
01531 - Travel Clerk I		14.25
01532 - Travel Clerk II		15.43

01533 - Travel Clerk III	16.57
01611 - Word Processor I	15.03
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.94
05010 - Automotive Electrician	21.60
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	20.29
05110 - Mobile Equipment Servicer	18.66
05130 - Motor Equipment Metal Mechanic	22.94
05160 - Motor Equipment Metal Worker	20.29
05190 - Motor Vehicle Mechanic	22.94
05220 - Motor Vehicle Mechanic Helper	17.90
05250 - Motor Vehicle Upholstery Worker	19.86
05280 - Motor Vehicle Wrecker	20.29
05310 - Painter, Automotive	21.60
05340 - Radiator Repair Specialist	20.29
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	22.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.21
07041 - Cook I	12.91
07042 - Cook II	14.31
07070 - Dishwasher	9.89
07130 - Food Service Worker	10.85
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	12.42
09080 - Furniture Refinisher	18.59
09090 - Furniture Refinisher Helper	14.82
09110 - Furniture Repairer, Minor	17.04
09130 - Upholsterer	18.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.19
11060 - Elevator Operator	11.19
11090 - Gardener	17.46
11122 - Housekeeping Aide	11.44
11150 - Janitor	13.27
11210 - Laborer, Grounds Maintenance	13.09
11240 - Maid or Houseman	9.36
11260 - Pruner	13.27
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.09
11360 - Window Cleaner	15.03
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	26.03
12015 - Certified Physical Therapist Assistant	25.97
12020 - Dental Assistant	16.41
12025 - Dental Hygienist	38.30
12030 - EKG Technician	26.48
12035 - Electroneurodiagnostic Technologist	26.48
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	16.75
12072 - Licensed Practical Nurse II	18.77
12073 - Licensed Practical Nurse III	22.42

12100 - Medical Assistant	14.82
12130 - Medical Laboratory Technician	19.73
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	17.82
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	34.87
12221 - Nursing Assistant I	9.63
12222 - Nursing Assistant II	10.82
12223 - Nursing Assistant III	11.81
12224 - Nursing Assistant IV	13.26
12235 - Optical Dispenser	16.65
12236 - Optical Technician	15.71
12250 - Pharmacy Technician	17.34
12280 - Phlebotomist	13.26
12305 - Radiologic Technologist	24.54
12311 - Registered Nurse I	30.80
12312 - Registered Nurse II	37.68
12313 - Registered Nurse II, Specialist	37.68
12314 - Registered Nurse III	45.63
12315 - Registered Nurse III, Anesthetist	45.63
12316 - Registered Nurse IV	54.69
12317 - Scheduler (Drug and Alcohol Testing)	22.81
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.83
13012 - Exhibits Specialist II	30.76
13013 - Exhibits Specialist III	37.63
13041 - Illustrator I	25.31
13042 - Illustrator II	31.37
13043 - Illustrator III	38.35
13047 - Librarian	30.36
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	26.57
13058 - Library Technician	21.38
13061 - Media Specialist I	18.51
13062 - Media Specialist II	20.69
13063 - Media Specialist III	23.07
13071 - Photographer I	17.95
13072 - Photographer II	20.08
13073 - Photographer III	26.61
13074 - Photographer IV	33.56
13075 - Photographer V	40.61
13110 - Video Teleconference Technician	18.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.32
14042 - Computer Operator II	19.38
14043 - Computer Operator III	22.89
14044 - Computer Operator IV	25.73
14045 - Computer Operator V	25.80
14071 - Computer Programmer I	(see 1) 24.93
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.32
14160 - Personal Computer Support Technician	25.73
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.08

15020 - Aircrew Training Devices Instructor (Rated)	41.23
15030 - Air Crew Training Devices Instructor (Pilot)	49.43
15050 - Computer Based Training Specialist / Instructor	34.08
15060 - Educational Technologist	32.81
15070 - Flight Instructor (Pilot)	49.43
15080 - Graphic Artist	25.66
15090 - Technical Instructor	23.72
15095 - Technical Instructor/Course Developer	29.02
15110 - Test Proctor	19.15
15120 - Tutor	19.15
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.52
19040 - Tool And Die Maker	23.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.46
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	14.46
21110 - Shipping Packer	15.08
21130 - Shipping/Receiving Clerk	15.08
21140 - Store Worker I	11.30
21150 - Stock Clerk	16.13
21210 - Tools And Parts Attendant	14.46
21410 - Warehouse Specialist	14.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.78
23021 - Aircraft Mechanic I	29.10
23022 - Aircraft Mechanic II	30.78
23023 - Aircraft Mechanic III	31.94
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.41
23060 - Aircraft Servicer	23.55
23080 - Aircraft Worker	24.58
23110 - Appliance Mechanic	19.52
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	29.85
23130 - Carpenter, Maintenance	27.29
23140 - Carpet Layer	19.20
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	23.38
23182 - Electronics Technician Maintenance II	24.90
23183 - Electronics Technician Maintenance III	26.53
23260 - Fabric Worker	23.38
23290 - Fire Alarm System Mechanic	20.30
23310 - Fire Extinguisher Repairer	18.25
23311 - Fuel Distribution System Mechanic	25.48
23312 - Fuel Distribution System Operator	19.48
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	29.10
23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	18.25
23392 - Gunsmith II	21.11
23393 - Gunsmith III	23.87
23430 - Heavy Equipment Mechanic	26.97
23440 - Heavy Equipment Operator	31.04
23460 - Instrument Mechanic	25.70
23465 - Laboratory/Shelter Mechanic	22.49

23470 - Laborer	12.49
23510 - Locksmith	18.81
23530 - Machinery Maintenance Mechanic	24.65
23550 - Machinist, Maintenance	25.41
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	25.70
23592 - Metrology Technician II	27.13
23593 - Metrology Technician III	29.73
23640 - Millwright	25.45
23710 - Office Appliance Repairer	20.86
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	23.40
23810 - Plumber, Maintenance	22.04
23820 - Pneudraulic Systems Mechanic	23.87
23850 - Rigger	26.81
23870 - Scale Mechanic	21.11
23890 - Sheet-Metal Worker, Maintenance	22.13
23910 - Small Engine Mechanic	18.70
23931 - Telecommunications Mechanic I	24.92
23932 - Telecommunications Mechanic II	26.39
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	23.18
23970 - Woodcraft Worker	21.73
23980 - Woodworker	16.81
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.03
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	15.39
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.22
25040 - Sewage Plant Operator	26.21
25070 - Stationary Engineer	26.22
25190 - Ventilation Equipment Tender	18.34
25210 - Water Treatment Plant Operator	26.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.77
27007 - Baggage Inspector	12.80
27008 - Corrections Officer	29.13
27010 - Court Security Officer	30.28
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	29.13
27070 - Firefighter	29.97
27101 - Guard I	12.80
27102 - Guard II	23.77
27131 - Police Officer I	35.71
27132 - Police Officer II	39.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.76
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Equipment Worker	9.67
28210 - Gate Attendant/Gate Tender	14.09
28310 - Lifeguard	13.26
28350 - Park Attendant (Aide)	15.76
28510 - Recreation Aide/Health Facility Attendant	11.11
28515 - Recreation Specialist	18.75
28630 - Sports Official	12.55

28690 - Swimming Pool Operator	16.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.53
29020 - Hatch Tender	21.53
29030 - Line Handler	21.53
29041 - Stevedore I	20.46
29042 - Stevedore II	22.93
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.66
30021 - Archeological Technician I	20.47
30022 - Archeological Technician II	22.01
30023 - Archeological Technician III	31.33
30030 - Cartographic Technician	31.33
30040 - Civil Engineering Technician	28.07
30061 - Drafter/CAD Operator I	22.60
30062 - Drafter/CAD Operator II	25.28
30063 - Drafter/CAD Operator III	28.18
30064 - Drafter/CAD Operator IV	34.68
30081 - Engineering Technician I	18.14
30082 - Engineering Technician II	20.37
30083 - Engineering Technician III	22.78
30084 - Engineering Technician IV	28.23
30085 - Engineering Technician V	34.88
30086 - Engineering Technician VI	41.77
30090 - Environmental Technician	25.20
30210 - Laboratory Technician	21.03
30240 - Mathematical Technician	30.84
30361 - Paralegal/Legal Assistant I	21.17
30362 - Paralegal/Legal Assistant II	26.22
30363 - Paralegal/Legal Assistant III	32.07
30364 - Paralegal/Legal Assistant IV	38.81
30390 - Photo-Optics Technician	30.84
30461 - Technical Writer I	23.03
30462 - Technical Writer II	28.18
30463 - Technical Writer III	34.09
30491 - Unexploded Ordnance (UXO) Technician I	24.82
30492 - Unexploded Ordnance (UXO) Technician II	30.03
30493 - Unexploded Ordnance (UXO) Technician III	36.00
30494 - Unexploded (UXO) Safety Escort	24.82
30495 - Unexploded (UXO) Sweep Personnel	24.82
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 27.65
30621 - Weather Observer, Senior	(see 2) 30.72
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.63
31030 - Bus Driver	19.62
31043 - Driver Courier	12.90
31260 - Parking and Lot Attendant	8.83
31290 - Shuttle Bus Driver	14.07
31310 - Taxi Driver	12.03
31361 - Truckdriver, Light	14.07
31362 - Truckdriver, Medium	20.63
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99030 - Cashier	12.13
99050 - Desk Clerk	12.65
99095 - Embalmer	21.08

99251 - Laboratory Animal Caretaker I	10.66
99252 - Laboratory Animal Caretaker II	11.63
99310 - Mortician	34.35
99410 - Pest Controller	15.17
99510 - Photofinishing Worker	14.87
99710 - Recycling Laborer	19.12
99711 - Recycling Specialist	22.43
99730 - Refuse Collector	17.05
99810 - Sales Clerk	15.57
99820 - School Crossing Guard	9.51
99830 - Survey Party Chief	34.71
99831 - Surveying Aide	19.43
99832 - Surveying Technician	25.56
99840 - Vending Machine Attendant	12.77
99841 - Vending Machine Repairer	14.67
99842 - Vending Machine Repairer Helper	12.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.